Submission Requirement 7

Offeror	Rank*
Centene	4
UHC	1
University Family Car	_
Mercy Care Group	

^{*}If Offeror omits a submission, the requirement rank for that offeror for that submission will be an "X"

Evaluation Team Member	Signature	Date
DARA Johnson -		2/9/17
William A. KRUNARd	Was C	2/9/17
Jay Obnkleberg, r		2/9/17
Facilitator	Signature	Date
Scott Withan	Salle	29-17

OFFEROR'S NAME:

UHC

SUBMISSION REQUIREMENT No. 7	Total Ranking
It is estimated one in four Arizonans will be over the age of 60 by 2020. It is reported	1
that this increase in the aging population will result in exponential job growth in the	
long term care paraprofessional workforce over the next eight years. Present the	
Offeror's perspective on Arizona's current paraprofessional labor market and	
describe the Offeror's anticipated labor needs to adequately serve its membership	
through the term of the Contract. Describe innovative strategies the Offeror will	
implement to ensure recruitment, hiring and retention of a paraprofessional	
workforce by providers sufficient to meet the needs of, and provide quality care, to	
members in any and all awarded GSAs throughout the term of the Contract.	

Rationale:

Major Observations:

Offeror identified demographic changes related to the aging of the population as well as the increasing needs of members and the potential impact on workforce demand and skill sets

Offeror provided statistical information related to the changing workforce need by several provider levels

Offeror described challenges to expanding the paraprofessional workforce

Offeror described collaboration efforts with community agencies and well as providers to expand recruitment in rural areas

Offeror described multiple strategies to promote training and advancement, including the use of scholarships to promote CNAs/caregivers for SNFs and ALFs

Offeror described approaches to engage workers in member care outcomes as a tool to promote worker satisfaction

Offeror described a strategy to collaborate with providers in order to expand agencies' provision of attendant care

Offeror provided a detailed approach to recruit individuals from non-traditional labor pools for the paraprofessional workforce

Offeror identified use of financial incentives, including the sharing of incentive payments with caregivers

Offeror identified opportunity to address workers' transportation issues				
Offeror described tools it would use to monitor the service needs of its members				

Signature	Date
1	2/9/17
DACO	2/9/17
7	2/9/17
	Signature

Facilitator	Signature	Date
Scott Wittma	Jale 1	2-9-17

OFFEROR'S NAME:

University Family Care

It is estimated one in four Arizonans will be over the age of 60 by 2020. It is reported that this increase in the aging population will result in exponential job growth in the long term care paraprofessional workforce over the next eight years. Present the	SUBMISSION REQUIREMENT No. 7	Total Ranking
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Rationale:

Major Observations:

Offeror identified demographic changes related to the aging of the population as well as the increasing needs of members and the potential impact on workforce demand and skill sets

Offeror provided statistical information related to the changing workforce need by several provider levels

Offeror described collaboration efforts with community agencies

Offeror described multiple strategies to promote training and advancement, including advancement of CNAs and promotion of certification

Offeror described an internal workforce development infrastructure that includes a full-time workforce development administrator and advisory council with clearly defined roles and responsibilities

Offeror indicated that it would develop an outreach plan for recruitment

Offeror provided an approach to recruit individuals from non-traditional labor pools for the paraprofessional workforce

Offeror provided an approach for monitoring the providers' workforce needs and the effectiveness of its strategies

Evaluation Team Member

Signature

Date

Jay Dunkleberger -		-2/9/17
William H. KRIUWAR	WA	2/9/17
MRA Johnson	752	2/9/17

Facilitator	Signature	Date
Scott Witten	Mul	2-9-17

OFFEROR'S NAME:

Mercy Care Group

SUBMISSION REQUIREMENT No. 7	Total Ranking
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workforce by providers sufficient to meet the needs of, and provide quality care, to	
members in any and all awarded GSAs throughout the term of the Contract.	

Rationale:

Major Observations:

Offeror described changes in members' needs for home and community based services, by region

Offeror provided statistical information regarding the demand for allied health professionals, including personal care aides and home care providers

Offeror described collaboration efforts with community agencies

Offeror presented a workforce recruitment plan with defined hiring targets and timelines

Offeror provided an approach to recruit individuals from non-traditional labor pools for the paraprofessional workforce

Offeror described the development of a plan to create financial incentives to enhance recruitment and retention

Offeror did not adequately describe how it would monitor the effectiveness of its strategies

Evaluation Team Member	Signature	Date
Jay Doubleberger	1-7	2/9/17
William A. REWNAIZ &		2/9/17
DARA Johnson	83	2/9/17

Facilitator	Signature	Date	
Scott Withen	And	2-9-17	-

OFFEROR'S NAME:

Centene

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Rationale:

Major Observations:

Offeror identified demographic changes related to the aging as well as the ethnic diversity of the population and the potential impact on workforce demand

Offeror provided statistical information regarding the demand for home health aides

Offeror described collaboration efforts with community agencies

Offeror indicated that its approaches are limited to address direct care workforce needs

Offeror described approaches to promote training and advancement

Offeror identified use of financial incentives to promote staff retention, including an approach to target workers at risk of leaving

Offeror described an approach for decreasing start-up costs for agencies, but unclear how this type of agency support enhances recruitment and retention

Offeror provided an approach to recruit individuals from non-traditional labor pools for the paraprofessional workforce

Offeror identified steps to monitor the effectiveness of its strategies

Evaluation Team Member

Signature

Date

Jay Ounklebeist		2/9/17
William A. PENNARQ	WAE	219/17
NARA Johnson	732	2/9//

Facilitator	Signature	Date
Scott Wittun	1/hlou	2-9-17